



March 20, 2017

Chair Holvey, Co-Chairs and Members of the Committee:

On behalf of the American Association of University Women (AAUW) of OR, we respectfully request your support for House Bill 3060.

Workplace sexual harassment, sexual assault, and discrimination are unfortunately long-standing and persistent problems. It is time for Oregon to definitively state that this activity must stop.

Instead of relying on broad assertions that discriminatory conduct constitutes a violation of Oregon law, House Bill 3060 clearly and succinctly identifies what contractors seeking State contracts worth more than \$150,000 must do to alleviate the problem. It requires contractors to have a policy prohibiting this conduct, and then ensure that all employees not only know the policy but also how to make reports regarding those who violate it.

Importantly, House Bill 3060 also delineates a process by which complaints of discriminatory conduct can be pursued. The contractor must use its own policy to guide enforcement and there must be a regular written procedure for submitting reports, which remain confidential.

By defining these requirements regarding sexual harassment, sexual assault and discrimination, contractors and their employees will know exactly what they can and cannot do, and if an allegation is made, everyone also knows what will happen next and how it will happen.

No one deserves to work in a hostile work environment. It isn't good for the employees, businesses and customers of Oregon.

We hope that you will join us in support of House Bill 3060.

Sincerely,

Trish Garner
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